

## *Mediation Services*

**Mediation Services** assists labour and management to resolve collective bargaining disputes. Mediation is required by legislation prior to the parties being legally permitted to strike or lock out.

Mediation Services seeks to promote positive labour and management relations throughout Alberta.

Mediation Services are available to unions and employers who have a collective bargaining relationship. Mediators are experienced in labour relations and have highly developed dispute resolution skills.

### **Mediation**

Either side in a collective bargaining process can request a mediator. The request is reviewed to ensure the criteria are met for the appointment of a mediator. A mediator is then appointed, usually within three business days.

Once appointed, the mediator arranges meetings with the parties to deal with the issues in dispute. The mediator works with the parties to resolve outstanding issues and reach a collective agreement. If an agreement cannot be reached, the parties may proceed to further actions permitted under Alberta's labour relations legislation.

The Director appoints mediators from a Designated Mediator Roster. Mediation Services maintains the Roster, which is composed of independent mediators who are appointed on a fee for service basis. Alberta is currently the only jurisdiction in Canada that has an outsourced roster of mediators.

The department pays the fees and expenses of the mediator for the first two calendar days of mediation. After that, the union and employer share the costs equally.

The hourly rate for a mediator is \$120.00 with a daily minimum of four hours and a maximum of 12 hours.

### **Grievance Arbitration**

Grievance Arbitration is used when employees and employers disagree over interpretation of a provision in a collective agreement, or if there is an allegation by one party that the other has violated the terms of the agreement. In this process, an impartial arbitrator renders a decision that is binding on both parties.

When parties involved in a grievance cannot agree on a chairperson or a single arbitrator, or when they fail to appoint a nominee, Mediation Services appoints arbitrators from a selected Arbitration Roster. Costs associated with the grievance arbitration process are shared equally by the parties.

### **To access:**

- The Mediation Application Form
- Fee Schedule
- Designated Mediation Roster
- Grievance Arbitration Roster

### **And for more information:**

**Click:** [www.gov.ab.ca/hre/mediationservices](http://www.gov.ab.ca/hre/mediationservices)

**Call:** (780) 427-8301

toll-free by first dialing 310-0000.

**Fax:** (780) 427-6327

### **Come in:**

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